
1992

Correspondence: 1992 Sexual Harassment Committee and Task Force

American Society of Criminology. Division on Women and Crime

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RECEIVED JAN 24 1992

TO: Division Executive Committee and Chairs
FROM: Carole Garrison *Carole*
DATE: January 21, 1992
SUBJECT: Mid-year update

Rather than plan a meeting for ACJS in Pittsburgh - instead let me just say I will be there and will schedule a lunch for Thursday, March 13 at noon. This can serve as an informal meeting for those of us who can attend. In the meantime I would appreciate a brief update on your activities no later than March 1 1992.

Meda sent me (saved me) information for our ASC Board report. In the meantime we, along with the other two Divisions, have requested chairs attend future ASC Board meetings in person. With Kathy Daly's counsel I've decided to push for better oversight of scheduling conflicts rather than to choose a specific "Division Day". The most critical conflicts to be avoided are Division meeting and ASC Business meetings. I will request we have all Division chairs prescreen the preliminary schedule to minimize the problem.

Remember March 1 - updates due. Thanks for your help - I hope all is going well for each of you.

\exe-com/

*Carole -
Thanks for
the note - I won't
be able to attend
the lunch mtg. -
But I'll be on Pgh on
Friday + Saturday.
I have nothing to report
on my work at this
time -
Happy new year!*

Sent 1-23-92 CM



Division on Women and Crime

American Society of Criminology
Dr. Carole Garrison, Chair
Women's Studies
The University of Akron
Akron, OH 44325-6216

January 22, 1992

Charles Wellford, University of Maryland
Instructor of Criminal Justice
2220 Le Frak Hall
College Park, Maryland 20742-8235

Dear Charles,

I am aware that you have labored long to get ASC to develop a "professional ethics" policy. I am not only grateful for your efforts but wary of initiating strategies which might negate or conflict with your progress. In this context I wanted to share a proposal with you for your input and advice before the Division of Women and Crime takes any action.

We are considering requesting Al Blumstein appoint and adhoc committee on Sexual Harassment. The idea is to give the issue added and continued visibility as the committee investigates and develops proposals--but not to undermine or supplant anything originating out of the policy committee.

The rationale is simply this: sexual harassment is only one concern of the ethics policy, not it's focus. We in the Division see this issue as our priority and believe the addition of an adhoc committee underscores its urgency. The committee could also relieve the policy committee of some of the background work you would have to engage in.

What do you think? I look forward to your counsel.

Sincerely,

[Redacted Signature]
Carole Garrison, Chair


pc: Susan Martin

cm/letters3/garrison



I look forward to hearing from you.

Sincerely, *7*



Carole Garrison, Chair

pc: Jill Rosenbaum
Felice Levine
Executive Committee, Division on Women and Crime

cm/letters3/garrison



Sent 12-4-92 ON
FAX 614-292-6767

Division on Women and Crime

American Society of Criminology
Dr. Carole Garrison, Chair
Women's Studies
The University of Akron
Akron, OH 44325-6216

To: Sarah Hall, ASC, 1314 Kinnier Road
Columbus, Ohio 43212

From: Dr. Carole Garrison *Carole*

Date: January 23, 1992

Re: Expenses/ mailing labels

-Please send me a set of Division mailing labels
ASAP

-If you have a set of mailing labels from the San Francisco Conference I would like to have them as well ASAP

-Below are two bills for Division related expenses. One is payable to Women's Studies and the other to me. I am copying Virginia Morris but assume you issue the checks.

Postage	\$15.00
Photocopy	<u>5.00</u>
Total	\$20.00

Please remit to:
Women's Studies
University of Akron
Akron, Ohio 44325-6213

Long distance \$25.00

Please remit to:
Dr. Carole Garrison
929 Morningstar Drive
Akron, Ohio 44307

pc: Virginia Morris

cm/memos3/garrison





Division on Women and Crime

American Society of Criminology
Dr. Carole Garrison, Chair
Women's Studies
The University of Akron
Akron, OH 44325-6216

To: Virginia Morris, Treasurer

From: Dr. Carole Garrison

Date: January 23, 1992

Re: \$100 Child Care donation

Please set aside a \$100 Division donation to be given to the ASC child care committee to defray costs associated with providing access to child care at the 1992 annual meeting. Kathy Daly will request the money from you at the appropriate time, i.e. when they know what the need it for.

Hope all is going well. Thanks.

pc: Kathy Daly

cm/memos3/garrison

AMERICAN SOCIETY OF CRIMINOLOGY

1314 KINNAR ROAD, SUITE 212 • COLUMBUS, OH 43212 • (614) 292-9207

TO Dr. Carole Garrison
Criminal Justice Department
Women's Studies, Spicer Hall 120
University of Akron
Akron, OH 44325-6218

DATE January 24, 1992

SUBJECT

Happy New Year!

You may have already heard from Tim Flanagan, but we were in New Orleans last week for a site visit to the Fairmont Hotel for this year's meeting. We have more rooms than we had at the Westin St. Francis in San Francisco, and Tim has several new ideas in mind.

If you plan to have another luncheon this year, there would be room at the Fairmont so that you would not have to go outside to a restaurant. If, on the other hand, you want to go away from the hotel, the French Quarter is about three blocks away.

We were looking into overflow hotel rooms while we were there, and I do not know at this time if Tim has signed a contract with one of them -- Holiday Inn Chateau Le Moyne -- which is three blocks from the Fairmont. I asked the manager if we should want to have any time of banquet facilities there would they be able to accommodate us. They have a very nice banquet room which has an outside terrace. So, should you want to consider the Holiday Inn Chateau Le Moyne for a luncheon, they would be able to accommodate you.

Do you have any idea now when you will be planning your executive board meeting and business meeting?

On another matter, I sent Stephen Brown a notice about the Division t-shirts, but evidently he didn't have room in the January/February issue as we just received the newsletter and I could not find the announcement. I will check with him again to see if he can't run it in the March/April issue (which he may already be planning).

Sarah

↑ Typical

PS See you in Pittsburgh. Got your note.



Division on Women and Crime

American Society of Criminology
Dr. Carole Garrison, Chair
Women's Studies
The University of Akron
Akron, OH 44325-6216

To: Division Executive Committee
From: Carole *Carole*
Date: January 27, 1992
Subject: Kim Cook request attached

Please read over Kim's request for \$\$'s to support a sexual harassment mini-conference. I am inclined to donate \$100 if we get recognition as a sponsoring group.

Please give me your feelings by February 20th so I can respond to Kim. Thanks.

P.S. I will assume no response is a yes.

\wcrime2/

*Carole —
Yes, I think we should support the
mini-conference. I assume we have the
\$'s (\$100 isn't too much I wouldn't
think). Thanks for your note. We are
at a strange age - 1/3 of my friends do not
have or want children, 1/3 have
grand children, 1/3 are new
Parents! Take care,
Margie*





Division on Women and Crime

American Society of Criminology
Dr. Carole Garrison, Chair
Women's Studies
The University of Akron
Akron, OH 44325-6216

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\wcrime2/



Women's Studies
University College
Akron, OH 44325-0216
315-972-7396

Sent 1-31-92 CM
tall

To: Sarah Hall
From: Dr. Carole Garrison *Carole*
Date: January 31, 1992
Re: Memo of 1/24/92

Thanks for the hot tip on available luncheon space. I sent that on to Lynne Goodstein who will work directly with you and Tim to make those arrangements and decisions.

As for our meeting schedule I have two criteria which any business and board meeting schedule must meet:

Cannot compete with ASC Board meeting

Cannot compete with other Division meetings

I am thinking that we could have our 3-hour business meeting on Thursday at a time which meets the above criteria. I think that was a day which does not over lap the other two Divisions. Clearly Wednesday and late Saturday or Sunday is out!

I guess Tim should contact Ray Michalowski or Susan Caringella-MacDonald and Gary LaFree to poll the group.

I'm sorry the t-shirts did not make it into the newsletter. That actually disturbs me greatly. I do hope it will not be left out of the March/April issue.

Hope all is well. . . . Carole

pc: Susan Caringella-MacDonald
Gary Lafree
Tim Flanagan
Lynne Goodstein

cm/hall/garrison

NATIONAL WOMEN'S LAW CENTER

February 10, 1992

MEMORANDUM

TO: Women's Groups Concerned About Sex Equity In Education
FROM: Ellen Vargyas and Marcia Greenberger
RE: Request To Sign On To Comments In Opposition To The
Department Of Education's Proposal to Bar Targeted
Scholarship Programs

As you are probably aware, the Department of Education has proposed to ban all voluntary race targeted scholarship programs, even though such programs are overwhelmingly designed to redress historic discrimination and address the serious problem of the underrepresentation of minorities in higher education.

You may not be aware that the Department's analysis would also have grave ramifications for efforts to achieve sex-equity in education. First, it puts into serious question the continued vitality of all affirmative action in education. This includes programs designed to assist women, for example, gain access to education programs in fields such as math, science, computers, and other technologies where they have suffered historic discrimination and where they are currently underrepresented.

Second, the proposal would have an extremely damaging effect on efforts to fight sex-discrimination more generally, based on its disregard both of the Civil Rights Restoration Act principle that civil rights act prohibitions apply to all activities within an institution receiving federal funds as well as the important principle that recipients cannot provide significant assistance to entities which discriminate.

Finally, in its zeal to attack so-called "reverse discrimination" the Department has ignored the very real problems facing women and other protected groups who currently suffer from discrimination in the award of scholarships and financial aid.

For all of these reasons -- very much including the importance of preserving programs which address the tragic history of race discrimination in this country -- we believe that it is important for the women's community to register its opposition to the Department's proposal. Enclosed are draft comments which we are circulating for sign-on. If your organization would like to sign-on, please contact Riley Schiffaeley at the above number. If you have questions or comments please contact Ellen Vargyas. We would appreciate responses no later than March 2, 1992.

Thank you for your attention to this important matter. We look forward to hearing from you.

1616 P Street, NW • Suite 100 • Washington, DC 20036 • (202) 328-5160



Division on Women and Crime

American Society of Criminology
Dr. Carole Garrison, Chair
Women's Studies
The University of Akron
Akron, OH 44325-6216

To: Al Blumstein, President, ASC
From: Carole Garrison, Chair *Carole*
Date: February 11, 1992
Subject: Sexual Harassment

I've already noted in my mid-winter report for the Division our concern about the issue of Sexual Harassment. I am however optimistic that the policy committee will generate an Ethics Policy which will include sexual harassment as unprofessional behavior. In anticipation of such a draft I want to offer the Division's membership to review the policy and perhaps help promulgate a process for handling such conduct.

We are of course anxious to support this initiative in any way you deem appropriate.

P.C. Charles Wellford,
Susan Martin

\harass/



Division on Women and Crime

American Society of Criminology
Dr. Carole Garrison, Chair
Women's Studies
The University of Akron
Akron, OH 44325-6216

To: Sarah Hall
From: Dr. Carole Garrison *Carole*
Date: February 17, 1992
Re: \$100 donation

Please send Kimberly Cook a check for \$100 to support the SASH Conference, August 21st in Pittsburgh. I have enclosed the form which should accompany our check. Thanks.

cm/hall/garrison

pc: Virginia Morris
Meda Chesney-Lind
Kimberly Cook



THE UNIVERSITY OF AKRON
Interoffice Correspondence

To: Sarah Hall
From: Carole Garrison *Carole*
Date: February 19, 1992
Subject: Recruitment mailing to potential Division members

814 photocopies	\$ 18.68
407 envelopes	\$ 58.18
407 postage	\$118.03
13 label sheets	\$ <u>3.25</u>
TOTAL	\$198.14

Please remit to Women's Studies. Thank you.

\hall/

FYI

Carole

*These went out
this week*

*"Finally"
it took Sarah
months to get me the
membership list I
needed to get this
done.*

Sent 2-19-92 CM

☒ YES, You can count on our sponsorship of SASH

☒ \$100 ☐ \$150 ☐ \$200

☐ other

Organization: *Division on Women and Crime, American Association of Criminologists*
Address:

*1314 Kinnear Rd
Columbus Ohio 43212*

Responsible Person:

Dr. Carole Garrison, Chair

Electronic Address:

R1EGG@AkronVM

Phone:

Fax:

Please Return to:

KIMBERLY J. COOK

Dept. of Sociology

University of New Hampshire

Durham, NH 03824

e-mail: "K_COOK@UNHH.UNH.EDU"

Kim,

I am assuming we will
be noted in your printed material
as supporters. Meda suggested that
SASH II be held in conjunction
with ASC 1993 annual meeting - What
do you think?!

Carole

Sociologists Against Sexual Harassment

Joseph R. Bjerklie
Sociology Department
Rutgers University
P.O. Box 5072
New Brunswick, New Jersey 08903
908-932-4706
Bitnet: BJERKLIE@ZODIAC.RUTGERS.EDU

Kimberly J. Cook
Department of Sociology
Horton Social Science Center
University of New Hampshire
Durham, New Hampshire 03824
603-868-5960
Bitnet: K_COOK@UNHH.UNH.EDU

January 13, 1992

Professor Carole Garrison
Chair, Division on Women and Crime
Dept. of Public Service Technology
University of Akron
Akron, OH 44325-6213

Dear Professor Garrison:

As we know from so many recent events, sexual harassment is a persistent problem that demands attention. Sociologists are no less likely to harass, or to be harassed, than any other professional group. Sexual harassment often takes place in conferences, in departments, and in other professional settings. Too often, knowledge of harassment is buried, hidden away in the interests of collegiality and professional advancement. This severely harms the persons involved, and it damages the profession and pursuit of sociology.

We are organizing a one day mini-conference to promote learning and action about sexual harassment. The conference takes place in Pittsburgh, on August 21st, in conjunction with the final day of the annual SSSP meeting. We will hear from victims and witnesses of harassment, people who are in position to stop harassment, and those who investigate the nature and extent of professional harassment. We will also discuss and develop supportive strategies to stop harassment in individual cases, in departments, and in the profession. Please look over the enclosed agenda for an outline of the day's events.

In order to make this a reality we are soliciting financial assistance from various divisions of ASA (and other organizations). We hope your division will choose to sponsor this important event. The initial budget for the day has yet to be finalized, but we project a total cost of approximately \$1,500. We would like contributions of \$100 from each organization, but if that is not possible whatever you can afford would be gratefully accepted. Attached is a form for you to fill out and mail back to us. Also, for your consideration is an outline of the day's events. Thank you very much in helping us to make this min-conference a reality.

Sincerely,

Kim

Kimberly J. Cook, University of New Hampshire
Joseph R. Bjerklie, Rutgers University
Co-Organizers.

It was good to meet you in S.F.!

*Send
to Carolyn
Stuff happening!
I sure would
like to see
you.
Carol*

Sociologists Against Sexual Harassment

A Conference For Learning and Action

=====
Registration

8:00 - 9:00 a.m.

Coffee service, information tables, sign-in.

Session 1

9:00 - 9:45 a.m.

Hiding Sexual Harassment In Sociology

"The Extent of Sexual Harassment in Academe"

Elizabeth Stanko

"Broken Down by Sex and Status?"

Stephen Pfohl, Boston College

An overview: How widespread is sexual harassment in the field of sociology? In academia generally? What are its effects on the field of sociology? On academia? On society and its perception of sociologists and academics? How much is known about harassment in sociology? How much acknowledged? How much acted against?

Session 2

10:00 - 11:30 a.m.

Sexual Harassment of Graduate Students

Organizers: Katharine Jones and Sarah Thompson, Rutgers University

Graduate students share their experiences, assessments, or understandings of sexual harassment against graduate students - by faculty and administrators, graduate students, and others - and action against such harassment.

Lunch Break

11:30 a.m. - 12:30 p.m.

Session 3

12:30 - 2:00 p.m.

Sexual Harassment of Assistant Professors

Organizer: Karen Cerulo, Rutgers University and Sally Ward,
University of New Hampshire

Junior faculty share their experiences, assessments, or understandings of sexual harassment against assistant professors - by faculty members, administrators, and others - and action against such harassment.

Session 4

2:15 - 3:45 p.m.

Rules of Responsibility for the Powerful

Organizer: Keith Allum, National Foundation for the Improvement of Education

Senior faculty and administrators share how they have handled (or not handled) cases of harassment or environments conducive to harassment. What changes can be made, what changes were made, what was done, and what should have been done?

Session 5

4:00 - 5:00 p.m.

Knowledge Into Action

"Why 'Sociologists Against Sexual Harassment'?"
Kimberly J. Cook, University of New Hampshire

"Dead In Its Tracks: Helping Ourselves Stop Harassment"
J.R. Bjerklie, Rutgers University

Two talks to answer questions about why the conference was organized, what its goals are, what action can be taken, and what the future can hold. An open discussion, after commentary from the organizers of the other sessions, will be encouraged.

February 1992

FYI
Carol Garrison

DIVISION ON WOMEN AND CRIME

THE AMERICAN SOCIETY OF CRIMINOLOGY

Preliminary Report on the Findings of the Survey on Sexuality and
Sexual Safety in the Criminology Profession

Betsy Stanko

The following are findings of a survey of members of the Women and Crime Division mailed in the summer of 1991. The survey was distributed to members from the ASC's Central Office, approximately 220 - 230 members.*

Sixty-four (64) questionnaires were completed and returned, a completion rate of approximately 27%. Six (6) men and 58 women took part in this study. Respondents ranged in age from the mid twenties to early 60s, with half of the respondents aged between 40 and 49. Overwhelmingly caucasian, most of those surveyed were employed as full-time university professors.

Respondents were asked to reflect upon their experiences in three areas: professional and graduate school training; research and fieldwork; and current working context. The questionnaire focused explicitly upon unwanted sexual attention (sexual harassment). In retrospect, it would have been desirable to include questions about working climates that may not be sexually harassing but are nonetheless degrading of women and women's research. Clearly for some, having work dismissed as unimportant or atheoretical because it placed women and women's concerns centre stage is a live issue in our colleagues' professional experiences and should be taken seriously. With this brief caveat, let me turn to the findings.

Section 1: Professional and graduate training

Nearly three out of five respondents (59%) reported they had received some unwelcomed comments/remarks about their sexuality during their professional and graduate training. The comments/remarks occasionally included racist and homophobic comments. Several examples:

"One on-going problem occurred when I was a graduate assistant and actually ended up with the professor trying to kiss me. Most of the time through he simply managed to direct the conversation regardless of what it was about to sex."

"Everything from 'what's a nice girl like you doing in a field such as criminology' to references to me being really 'tough', to a pat on the fanny, to sexual advances."

"Faculty twlling me as a graduate student that my demeanor was not feminine enough (too serious, not smiling enough), or that my attitudes were too feminine (lack of ambition in career plans, insufficiently competitive behaviour)."

"Outside my office in the hall [I heard] 'If she fucks niggers, she'll fuck anything.'"

"You know you have great looking legs. I'm a leg man. [comment from a faculty member]."

This section explored experiences of sexual intimidation, defined as a threat or bribe by a person in a position of authority to coerce sexual contact with another person. Seventeen (17) percent of respondents felt sexually intimidated by someone in authority during their professional or graduate training. The kinds of sexual intimidadation ranged from offers of financial and academic support in exchange for sex, refusals to process data for dissertation because of refusal of sexual advance, threats or promises of grades, recommendations, grants, to being given pornography as part of 'professional' reading materials. The effect of the intimidation was wide ranging. Respondents changed courses of study, changed supervisors, or dropped out of programs for a while. All reported feeling angry, horrified, confused, self-doubting, and fear of losing or failing the PhD.

While examining sexual intimidation and sexual harassment, it is also important to explore how voluntary sexual involvement between faculty and students is part of a continuum of sexual relations in adult life. Respondents were thus asked if they had voluntarily engaged in sexual relations with her/his professor during undergraduate/graduate academic career. Seventeen (17) percent replied that they had. These liaisons ranged from 'one-night' encounters to life-long commitments. Some married their professors and established partnerships; others married their professors only to discover that it was the subordinate relationship that attracted the professor and the relationship was not sustained.

Some comments about voluntary sexual relationships:

"The guy was a jerk. But being young and stupid at the time, I found him charming. I regret the relationship now, but it was not in any way coercive on his part."

"OK. They were affairs, exciting and interesting at the time. Although I had fantasies of fame and fortune at the side of these august figures which never panned out, I have no regrets."

"In retrospect, I define it as harassment. Indeed, it was institutionalized sexual harassment since most women grad students there, had at least one affair with a faculty member. Many of the faculty were continually having affairs with graduate students. One, then another, then another, then on through the

years. How can it not be coercive, given the power differential?"

Section 2: Research and fieldwork experiences

Approximately one in three (31%) reported encountering sexual comments and/or intimidation during their fieldwork and research. No doubt, this is testimony to the cult of masculinity underpinning so much of the criminal justice system. For some, such comments and intimidation meant that they felt unable, either because they refused to be humiliated or were frightened of the intimidation, to continue in their research site. Some chose to do work in more 'malestream' areas. Some felt resigned that being a woman in criminology meant that sexism and sexist comments were inevitable and 'just part of the work.'

Some comments:

"Working in a correctional setting, we were 'expected' to flirt with guards/supervisors. It was normative and a way to get access/data."

"Certainly the most memorable (but not the only one) was when a man (an executive in a factory) whom I was interviewing at his home attempted to rape me. But if I did not know judo, he would probably have raped me. Finally, he let me go when I screamed and threatened to bring charges of rape against him."

"Judge I was interviewing asked me to turn off the tape recorded and came over to the desk attempting to touch me."

"Language and touching from police officers when [I was] collecting data. Derogatory remarks. Left as soon as possible. Needed to do follow-up work, but opted not to."

"Constant harassment from police officers, humiliation in prison visits; sexist comments from court officers. Somehow got used to it. Don't work [now] in male prisons at all."

"A male colleague where I was conducting my research talked incessantly of women's bodies and his conquests. I stopped using him as a resource, as I was not comfortable in his presence. Even though he was very knowledgeable in the area and could have been a great help."

Section 3: Employment experiences

Over half of the respondents (53%) have met with many forms of unwelcomed sexual comments during their professional employment. Nearly half of those respondents (47%) report that they are still working in a situation of harassment. This means that one in four of those who replied to this questionnaire are employed in a situation where they are subjected to harassment and intimidation from the colleagues and/or students.

In this set of questions, others raised the issue of sexual discrimination as another powerful force working against women and their work in criminology. Whilst some women stated they had not met with hostility directed toward their sexuality and sexual integrity, they felt that they were dismissed, undermined, and undervalued by their colleagues because they focused their writing and teaching on women. This aspect of women's working lives in the field of criminology deserves more attention.

Some comments:

"As one of 5 women in a faculty of 95 men at an all male undergraduate institution, comments I received were too numerous to mention. There were from physical appearance to rape."

"Everything from a pat on the fanny to accusations of being a lesbian. Increasingly [I have become] outraged over the years. When a male dean patted me on the fanny several years ago, I immediately sprung around and confronted him. I found out later he was doing that to other female faculty as well. It soon stopped."

"I became embroiled in a nasty sexual harassment case where I accused the chair of my department (and a former lover) of sexual harassment. A year after we stopped our relationship, he became chair of the department and began harassing fellow colleagues and the department secretary. Apparently he had been intimidating students for many years. Perhaps I would have been treated worse when I first arrived on the job had I not participated in a sexual relationship with me. The case became a notorious one, lasting four years. Some of his comments to me included: 'You look so good I could throw you on the floor and fuck you right here.' There were numerous others and countless examples of degradation. The atmosphere was unbearable. It changed my life."

"One student sent me pornography during my women and crime class."

"Requests for homosexual acts; I realize that it is an occupational hazard." [male respondent]

Summary comments and courses of action

There can be little doubt that, at least for those who completed this exploratory survey, sexual harassment, sexual intimidation, and sex discrimination effect the professional lives of many members of the women and crime division.

Over the next few months, I will be placing these findings in the context of the academic literature and examining the implications of sexual harassment and sexual discrimination for the field of criminology. Sexual intimidation and sexual attraction stand along the same continuum. Forms of sexualisation occur in unspoken, yet recognised situations.

Whilst some are experienced as implicit, and others explicit, sexual bargaining is very much a part of professional life for many women and men.

As members of the Women and Crime Division, we should discuss, debate and publicise these issues. I welcome comments on this preliminary report. It is necessarily brief. In the interests of generating debate, I now circulate them.

*The survey was mailed from the ASC's Central Office. Some members of the Women and Crime Division reported they never received the questionnaire. I am therefore unable definitively to account for the number of questionnaires actually mailed. It is for this reason that we should think of this survey as exploratory.

Betsy Stanko
Department of Law
Brunel University
Uxbridge, Middlesex UB8 3PH
UK

0895-274000 x3431
FAX 0895 810476
Home 071-249-1911

February 1992

FY
Carol Davis

DIVISION ON WOMEN AND CRIME

THE AMERICAN SOCIETY OF CRIMINOLOGY

Preliminary Report on the Findings of the Survey on Sexuality and
Sexual Safety in the Criminology Profession

Betsy Stanko

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"Outside my office in the hall [I heard] 'If she fucks niggers, she'll fuck anything.'"

"You know you have great looking legs. I'm a leg man. [comment from a faculty member]."

This section explored experiences of sexual intimidation, defined as a threat or bribe by a person in a position of authority to coerce sexual contact with another person. Seventeen (17) percent of respondents felt sexually intimidated by someone in authority during their professional or graduate training. The kinds of sexual intimidation ranged from offers of financial and academic support in exchange for sex, refusals to process data for dissertation because of refusal of sexual advance, threats or promises of grades, recommendations, grants, to being given pornography as part of 'professional' reading materials. The effect of the intimidation was wide ranging. Respondents changed courses of study, changed supervisors, or dropped out of programs for a while. All reported feeling angry, horrified, confused, self-doubting, and fear of losing or failing the PhD.

While examining sexual intimidation and sexual harassment, it is also important to explore how voluntary sexual involvement between faculty and students is part of a continuum of sexual relations in adult life. Respondents were thus asked if they had voluntarily engaged in sexual relations with her/his professor during undergraduate/graduate academic career. Seventeen (17) percent replied that they had. These liaisons ranged from 'one-night' encounters to life-long commitments. Some married their professors and established partnerships; others married their professors only to discover that it was the subordinate relationship that attracted the professor and the relationship was not sustained.

Some comments about voluntary sexual relationships:

"The guy was a jerk. But being young and stupid at the time, I found him charming. I regret the relationship now, but it was not in any way coercive on his part."

"OK. They were affairs, exciting and interesting at the time. Although I had fantasies of fame and fortune at the side of these august figures which never panned out, I have no regrets."

"In retrospect, I define it as harassment. Indeed, it was institutionalized sexual harassment since most women grad students there, had at least one affair with a faculty member. Many of the faculty were continually having affairs with graduate students. One, then another, then another, then on through the

years. How can it not be coercive, given the power differential?"

Section 2: Research and fieldwork experiences

Approximately one in three (31%) reported encountering sexual comments and/or intimidation during their fieldwork and research. No doubt, this is testimony to the cult of masculinity underpinning so much of the criminal justice system. For some, such comments and intimidation meant that they felt unable, either because they refused to be humiliated or were frightened of the intimidation, to continue in their research site. Some chose to do work in more 'malestream' areas. Some felt resigned that being a woman in criminology meant that sexism and sexist comments were inevitable and 'just part of the work.'

Some comments:

"Working in a correctional setting, we were 'expected' to flirt with guards/supervisors. It was normative and a way to get access/data."

"Certainly the most memorable (but not the only one) was when a man (an executive in a factory) whom I was interviewing at his home attempted to rape me. But if I did not know judo, he would probably have raped me. Finally, he let me go when I screamed and threatened to bring charges of rape against him."

"Judge I was interviewing asked me to turn off the tape recorded and came over to the desk attempting to touch me."

"Language and touching from police officers when [I was] collecting data. Derogatory remarks. Left as soon as possible. Needed to do follow-up work, but opted not to."

"Constant harassment from police officers, humiliation in prison visits; sexist comments from court officers. Somehow got used to it. Don't work [now] in male prisons at all."

"A male colleague where I was conducting my research talked incessantly of women's bodies and his conquests. I stopped using him as a resource, as I was not comfortable in his presence. Even though he was very knowledgeable in the area and could have been a great help."

Section 3: Employment experiences

Over half of the respondents (53%) have met with many forms of unwelcomed sexual comments during their professional employment. Nearly half of those respondents (47%) report that they are still working in a situation of harassment. This means that one in four of those who replied to this questionnaire are employed in a situation where they are subjected to harassment and intimidation from the colleagues and/or students.

In this set of questions, others raised the issue of sexual discrimination as another powerful force working against women and their work in criminology. Whilst some women stated they had not met with hostility directed toward their sexuality and sexual integrity, they felt that they were dismissed, undermined, and undervalued by their colleagues because they focused their writing and teaching on women. This aspect of women's working lives in the field of criminology deserves more attention.

Some comments:

"As one of 5 women in a faculty of 95 men at an all male undergraduate institution, comments I received were too numerous to mention. There were from physical appearance to rape."

"Everything from a pat on the fanny to accusations of being a lesbian. Increasingly [I have become] outraged over the years. When a male dean patted me on the fanny several years ago, I immediately sprung around and confronted him. I found out later he was doing that to other female faculty as well. It soon stopped."

"I became embroiled in a nasty sexual harassment case where I accused the chair of my department (and a former lover) of sexual harassment. A year after we stopped our relationship, he became chair of the department and began harassing fellow colleagues and the department secretary. Apparently he had been intimidating students for many years. Perhaps I would have been treated worse when I first arrived on the job had I not participated in a sexual relationship with me. The case became a notorious one, lasting four years. Some of his comments to me included: 'You look so good I could throw you on the floor and fuck you right here.' There were numerous others and countless examples of degradation. The atmosphere was unbearable. It changed my life."

"One student sent me pornography during my women and crime class."

"Requests for homosexual acts; I realize that it is an occupational hazard." [male respondent]

Summary comments and courses of action

There can be little doubt that, at least for those who completed this exploratory survey, sexual harassment, sexual intimidation, and sex discrimination effect the professional lives of many members of the women and crime division.

Over the next few months, I will be placing these findings in the context of the academic literature and examining the implications of sexual harassment and sexual discrimination for the field of criminology. Sexual intimidation and sexual attraction stand along the same continuum. Forms of sexualisation occur in unspoken, yet recognised situations.

Whilst some are experienced as implicit, and others explicit, sexual bargaining is very much a part of professional life for many women and men.

As members of the Women and Crime Division, we should discuss, debate and publicise these issues. I welcome comments on this preliminary report. It is necessarily brief. In the interests of generating debate, I now circulate them.

*The survey was mailed from the ASC's Central Office. Some members of the Women and Crime Division reported they never received the questionnaire. I am therefore unable definitively to account for the number of questionnaires actually mailed. It is for this reason that we should think of this survey as exploratory.

Betsy Stanko
Department of Law
Brunel University
Uxbridge, Middlesex UB8 3PH
UK

0895-274000 x3431
FAX 0895 810476
Home [REDACTED]



Division on Women and Crime

American Society of Criminology
 Dr. Carole Garrison, Chair
 Women's Studies
 The University of Akron
 Akron, OH 44325-6216

To: Kathy & Meda (only)
 From: Dr. Carole Garrison *Carole*
 Date: February 24, 1992
 Re: Sexual Harassment

I got a call from Al Blumstein regarding my note to him supporting the policy committee's work on a ethics policy to include sexual harassment. Clearly Al is a jerk! Anyway, let me put this in outline form by sequence of events:

- 1) Received the suggestion that we ask for a Ad hoc Committee on Sexual Harassment.
- 2) I contacted Wellford for feedback on the idea.
- 3) He wanted us to support what his committee was doing first-then if they failed we could request the ad hoc committee.
- 4) I agreed and sent Al a memo to that affect, suggesting the Division could work on "process."
- 5) Call from Al - "just because murder exists in the larger society - do we have to create a policy about it"?
- 6) Carole's response "SH is occurring in the discipline, in the profession and IN THE ASSOCIATION"!

Al's biggest problem seems to be Process; implementing a response to sexual harassment; and having an ethics policy of any sort! What I agreed to was that Al was going to propose the Board make a public statement of principal condemning SH in all its virulent forms. We would continue to do consciousness raising and educating around the issue. All this NOW since he "believed" it would take the policy committee "sometime" to arrive at anything. NOW because I convinced him (maybe) that he could "seize the day" by taking some kind of first step.

Hope this is okay - let me know what transpires at the mid-winter meeting.

cm/memos3/garrison



Division on Women and Crime

American Society of Criminology
Dr. Carole Garrison, Chair
Women's Studies
The University of Akron
Akron, OH 44325-6216

TO: Sexual Harrassment Committee
FROM: Carole Garrison
DATE: March 17, 1992
SUBJECT: Support network

At the ACJS meeting in Pittsburg one of our Division members (Nancy) suggested it was important for us to publish a list of women who could be contacted if someone was having a problem with Sexual Harrassment - for information or just solace and support. I would like to know if you are interested in being a part of such a list. If yes - please send me ASAP your address and phone numbers (day-evening) where you can be contacted. If you can recruit others that would be great.

In the meantime I am compiling an annotated bibliography on Sexual Harrassment for our Division table as a handout. If you have any sources - please send them along to me. I will probably be leaving for Cambodia in May so I'm feeling real pressure to get as much in place as I can. Thank you.

\harrass2/

Carol -
D Feel free to put me on this list

Meda

day ph. 808-956-6313

night probably irrelevant given time

2) Best of luck w/ Cambodia posting difference





Division on Women and Crime

American Society of Criminology
Dr. Carole Garrison, Chair
Women's Studies
The University of Akron
Akron, OH 44325-6216

TO: Sexual Harrassment Committee
FROM: Carole Garrison
DATE: March 17, 1992
SUBJECT: Support network

Carole

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\harrass2/



Division on Women and Crime

American Society of Criminology
Dr. Carole Garrison, Chair
Women's Studies
The University of Akron
Akron, OH 44325-6216

To: Sarah Hall
From: Carole Garrison *Carole*
Date: March 18, 1992
Subject: Costs for Division on Women and Crime

Copying	\$8.58
Stationary & Envelopes	9.51
Postage	<u>37.80</u>
Total	55.89

Please remit to: Women's Studies
University of Akron
Akron, OH 44325-6216

PC Virginia Morris

s m u

23 march 92

ASC
g h w

To: Carole Gamison

RE: Support Network.

Please include me in the list of
those available to provide support:

- ① Susan Krumholz
Soc/ Anthro Dept.
Univ. of Massachusetts at Dartmouth
No. Dartmouth, MA. 02747

W. 508-999-8370

[Redacted]

- ② Margery Zatz
H (602) [Redacted]
W (602) [Redacted] 65-1083

Susan

EVELYN GILBERT

Present Address:

2304 Hartsfield Way
Tallahassee, FL 32303
(904) 386-1509

Permanent Address:

Route 2 Box 140
4222 Plainview Road
Marianna, FL 32446
(904) 569-2276

March 30, 1992

Dr. Carole Garrison
Women's Studies
University of Akron
Akron, Ohio 44325-6216

Dear Carole:


SUBJECT: Sexual Harrassment Committee Memo of 3/17/92

I will be more than happy to serve as solace and support resource person for Division members experiencing sexual harrassment. Please do include my name and contact information on the list. I have listed the contact information below:

Evelyn Gilbert, Ph.D.
2304 Hartsfield Way
Tallahassee, FL 32303
Home Phone: 904/386-1509 (6:00 p.m. to 8:30 a.m. eastern time)
Work Phone: 904/222-6111 (9:00 a.m. to 5:00 p.m. eastern time)

I would be remiss if I did not say thanks for a job well done with the Division.

Sincerely,



/ Evelyn Gilbert, Ph.D.

To: Sarah Hall 3 hole punch
From: Carol Garrison
Please remit to Women's
Studies Unit
of Akron, Akron Oh
44325-6216

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*SEXUAL Harassment
Annotated Bib for Division of
Women & Crime*

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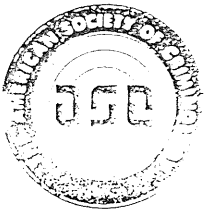
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Payment received

(3-09822-050 NETTLING)

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Division on Women and Crime

Dr. Lynne Goodstein
Pennsylvania State University
Admin. of Justice & Women's Studies
13 Sparks Building
University Park, PA 16802

June 22, 1992

Dr. Kimberly J. Cook
Dept. of Sociology
Univ. of New Hampshire
Durham, NH 03824

Dear Division on Women and Crime Executive Committee Member, Committee Chair, or ASC Board Liaison:

By now you have probably heard that I have agreed to take over the acting chair position of the Division on Women and Crime following Carole Garrison's decision to take a United Nations job in Cambodia. Carole had done such a wonderful job and had accomplished so much in half a year that I will have my hands full just following up on her unfinished business.

As you know, one of the issues Carole was working on was the enactment of a sexual harassment policy by the ASC. Attached are copies of letters from Carole to Al Blumstein providing some language for the policy and Al's response relating the language proposed by the ASC board. He has asked me to circulate his letter to the division board for comment.

I would appreciate your reviewing these documents carefully and responding to me in writing or calling with your response by July 31. (I'll be out of town from July 15 to the 27th).

Thanks for your help. Hope you are all having a relaxing and enjoyable summer.

Sincerely,


Lynne Goodstein

cc: Alfred Blumstein
Christy Visher
Sarah Hall

Copies sent to:

Dr. Susan Caringell-MacDonald
Western Michigan University
Dept. of Sociology
Kalamazoo, MI 49008^E

Dr. Kathleen Daly
Yale University
Dept. of Sociology
P.O. Box 1965, Yale Station
New Haven, CT 06520^E

Dr. Helen Eigenberg
Old Dominion University
Dept. of Sociology/Criminal Justice
Norfolk, VA 23529^E

Dr. Laura Fishman
University of Vermont
Dept. of Sociology
31 S. Prospect St.
Burlington, VT 05405^E

Dr. Jane Foraker-Thomson
C.J. Dept.
Boisi State University
Boisi, ID 83725^E

Dr. Drew Humphries
Rutgers University
Sociology/C.J. Dept.
Camden, NJ 08102^E

Dr. Kimberly J. Cook
Dept. of Sociology
Univ. of New Hampshire
Durham, NH 03824^E

Dr. Phyllis Jo Baunach
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Commerical Litigation Branch
550 11th ST., NW
Washington, DC 20503^E

Dr. Sue Mahan
University of Central Florida, C.J. Dept
1200 Volusia Ave.
P.O. Box 1111
Daytona Beach, FL 32015^E

Dr. Susan Martin
National Institute on Alcohol Abuse
Room 13-C23 Parklawn Building
5600 Fishers Lane
Rockville, MD 20857^E

Dr. Virginia Morris
John Jay College of Criminal Justice
899 Tenth Ave.
New York, NY 10019^E

Dr. Nicki Rafter
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360 Hintington Ave.
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Dr. Carol Thompson
East Carolina University
Dept. of Sociology
Greenville, NC 27858^E

Dr. Majorie Zatz
Arizona State University
School of Justice Studies
Tempe, AZ 85287^E



Division on Women and Crime

American Society of Criminology
Dr. Carole Garrison, Chair
Women's Studies
The University of Akron
Akron, OH 44325-6216

March 6, 1992

Al Blumstein, President ASC
School of Urban and Public Affairs
Carnegie Mellon University
Pittsburgh, PA 15213

Dear Al,

I was very pleased with our conversation and what seems to be our mutual agreement on how ASC should initially proceed on the issue of sexual harassment. I think your idea of putting sexual harassment on the agenda of the mid-winter meeting and adopting a statement of principal is a powerful and appropriate response to the felt need of many women to confront the problem of sexual harassment in the society. I agree that trying to develop a policy and enforcement is problematic and may have negative unintended consequences.

By the way of support I drafted some language you may find useful in developing your statement. I do not presume it is how you wish to frame your proposal and you may use all of it or not as you deem appropriate. I also wanted to remind you to have Cristy Visser put it on the official agenda.

ASC IS COMMITTED TO THE EQUITABLE AND PROFESSIONAL TREATMENT OF ALL ITS MEMBERS REGARDLESS OF GENDER AND THUS WILL NOT CONDONE SEXUAL HARASSMENT. SEXUAL HARASSMENT MEANS ANY UNWELCOME SEXUAL ADVANCE, REQUEST FOR SEXUAL FAVOR, OR OTHER VERBAL OR PHYSICAL CONDUCT OF A SEXUAL NATURE WHEN ANY OF THE FOLLOWING APPLY:

- (A) SUBMISSION TO THE CONDUCT IS MADE EITHER EXPLICITLY OR IMPLICITLY A TERM OR CONDITION OF AN INDIVIDUAL'S EMPLOYMENT;
- (B) SUBMISSION TO OR REJECTION OF THE CONDUCT BY AN INDIVIDUAL IS USED AS THE BASIS FOR PROFESSIONAL DECISION AFFECTING THE INDIVIDUAL;
- (C) THE CONDUCT HAS THE PURPOSE OR EFFECT OF UNREASONABLY INTERFERING WITH AN INDIVIDUAL'S PROFESSIONAL PERFORMANCE OR CREATING AN INTIMIDATING, HOSTILE, OR OFFENSIVE PROFESSIONAL ENVIRONMENT.

In the meantime the Division will continue to educate ourselves and others on the nature and consequences of sexual harassment.

Thank you again for your support and concern.

Sincerely,

A handwritten signature in cursive script, appearing to read "Carole".

Carole Garrison, Chair

cm/letters2/garrison



Division on Women and Crime

American Society of Criminology
Dr. Carole Garrison, Chair
Women's Studies
The University of Akron
Akron, OH 44325-6216

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Thank you again for your support and concern.

Sincerely,

A handwritten signature in cursive script that reads "Carole".

Carole Garrison, Chair

cm/letters2/garrison



THE AMERICAN SOCIETY OF CRIMINOLOGY

1314 Kinnear Road, Columbus, Ohio 43212
614/292-9207 • FAX 614/292-6767

May 22, 1992

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ADMINISTRATOR

Sarah M. Hall

Professor Lynn Goodstein
Acting Chair, ASC Division on Women and Crime
612 Wiltshire Drive
State College, Pennsylvania 16803

Dear Lynn:

As you probably know, the ASC Executive Board received a request from the Division on Women and Crime that we take a stance on the issue of sexual harassment. Since the request was framed broadly, some strong concerns about enforcement arose. While there was no doubt that all members of the Board were opposed to sexual harassment generally, we did feel that a broad pronouncement was empty unless we were prepared to back it up with an enforcement mechanism that would assure due process in resolving disputes. On the other hand, we did not feel it appropriate to commit the voluntary resources that would be required for meaningful enforcement.

The policy we adopted was thus more narrowly focused on those areas where we were specifically responsible. The Board unanimously adopted a policy to take a strong stand against sexual harassment, but specifically within the context of ASC activities. While we did not get to formulate specific language for that policy, I am considering proposing something like the following:

ASC is committed to equitable and professional treatment of all persons in all its activities. In particular, ASC prohibits sexual harassment in any form, including unwelcome sexual advances or requests for sexual favors when those requests or advances are in any way associated with professional opportunities or decisions.

Indeed, this statement is stronger in its condemnation of sexual harassment than the one proposed to us (e.g., this "prohibits" rather than "will not condone"), it is broader in its coverage (it applies to "all persons" rather than just "members"), and it is broader in its applicability (it applies to all activities "in any way associated" with professional opportunities or decisions rather than trying the detailed spelling-out of instances). And it is also much more concise, which I think is particularly helpful. But the scope is limited to ASC activities, where we think our jurisdiction and attention should most properly be focused.

The Board and I would be most interested in any suggestions you or your colleagues might have about this policy or about possible changes in its wording that would make it a more effective statement.

Yours truly,

Alfred Blumstein

cc: Lloyd Ohlin, Chair, ASC Ethics Committee
Christy Visher
Sarah Hall

1992 Annual Meeting • November 4-7 • New Orleans, Louisiana • Fairmont Hotel
Theme: RELEVANCE AND RATIONALITY

THE AMERICAN SOCIETY OF CRIMINOLOGY

*D*ivision on Women and Crime

August 5, 1992

Dean Alfred Blumstein
President, American Society of Criminology
School of Urban and Public Affairs
Carnegie Mellon University
Pittsburgh, PA 15213

Dear Al:

I hope your summer is going well. It is hard to believe that classes are about to start all over again.

This letter is in response to your May 22nd letter concerning a sexual harassment policy for the ASC. I have now conferred with the executive committee members and committee chairs of the Division on Women and crime and have received feedback from a number of them on the proposed policy.

The general feeling is that the statement is quite strong. We appreciate the work you and the Board put devoted to this issue. I understand that this policy has been adopted, but in your letter you requested suggestions for changes in wording.

We encourage the addition of one sentence dealing with the general issues of hostile work/professional environment. This issue is really not addressed in the statement as it now stands. As one of the persons polled stated, "I would hope we could come up with language that takes a stand against not only "sexual advances or requests for sexual favors" but also the more minor but pervasive forms of sexualization of professional relationships that often leave women feeling degraded: staring at breasts, sexual innuendoes, setting graduate students up for harassment by others, and so on.

Also, we are encouraging the dropping of "unwelcome" as in "unwelcome sexual advances or requests for sexual favors." The EEOC threw out the "welcome phrase nearly a decade ago in recognition that the degree of "unwelcome" is beside the point in sexual harassment cases: such behavior is prohibited irrespective of the victim's apparent receptivity for the very good reason that the unsophisticated may be confused or even flattered by a predator's attentions.

Finally, we propose adding "current or potential" before the phrase "professional opportunities or decisions." This stresses the inclusive nature of this definition and suggests that it applies both to persons who currently have, and may in the future have, the ability to provide or deny professional opportunities.


Thus, we proposed a slightly amended the policy statement:

ASC is committed to equitable and professional treatment of all persons in all its activities. In particular, ASC prohibits sexual harassment in any form, including sexual advances or requests for sexual favors when those requests or advances are in any way associated with current or potential professional opportunities or decisions. ASC also prohibits sexualized conduct which leads to an intimidating, hostile, or offensive professional environment for members and conference participants.

On behalf of the Division, I would like to thank you and the Board for taking on this difficult issue and for your willingness to work for a statement strongly condemning sexual harassment. I will appreciate the careful consideration by you and the Board of the proposed changes to the language. If you would like to discuss this matter with me, I would be glad to. Otherwise, please let me know about the next step in this process.

I look forward to seeing you in November.

Sincerely,



Lynne Goodstein
Acting Chair

ASC

Sexual Harassment Statement

Chris Rasche - 6/29

Lehi's statement

But - statement about definition of sexual harassment -

must also ensure no confusion about what is being discussed

Proposal - ① adopt policy statement (refer to definition)
② adopt definitional statement

Kathy Daly - 7/2

Board of Directors - ASC

Section representation - larger electorate should be voting for any section - unrepresentative

② not going to work
problems of activist group politics

Way AB, costs discussion - to a far point more than what happened

Charles Wellford wants to establish code of ethics w/ enforcement -

K.D. - not in business of enforcing

Larger code tabled - but should pay something about SH.

Division - should there be enforcement mechanism?

- Caucus/ task force - explore other organizations

- does Division want to take it on ourselves?

* Statement missing -

hostile professional environment

- * At our meeting - put together examples of types of sexual harassment that happens among ABC memberships

ABC Policy + Procedure Manual -

includes quid pro quo + hostile work environment

Include

- * Hostile work environment must be included in policy statement

Working comes from many other org's + policies -
trace + reflecting federal antidiscrimination
law - in line up other org's policies evolving these policies
Reasons policies articulated why they have

RECEIVED JUL 27 1992

RR 2 Box 79
Jonson, VT 05656
July 20, 1992

Professor Lynne Goodstein
Administration of Justice & Women's Studies
13 Sparks Building
Pennsylvania State University
University Park, PA 16802

Dear Lynne:

I am writing in response to your letter of 22 June 1992, asking for reactions to the proposed language for the ASC policy on sexual harassment.

I have several suggestions. First, I strongly recommend deleting "unwelcome," as in "unwelcome sexual advances or requests for sexual favors." I believe the EEOC threw out the "unwelcome" phrase nearly a decade ago in recognition that the degree of "welcome" is beside the point in sexual harassment cases: such behavior is prohibited irrespective of the victim's apparent receptivity for the very good reason that the unsophisticated may be confused or even flattered by a predator's attentions.

Secondly, because the ASC is a professional organization and it is hard to imagine cases of sexual activity at meetings that would not be potentially "associated with professional opportunities or decisions," I think it would be good to have the statement stress the inclusive nature of its definition by adding a phrase such as "current or potential future" before "professional opportunities or decisions."

Thus, to summarize, I would like to see the statement's second line read something like this:

In particular ASC prohibits sexual harassment in any form, including sexual advances or requests for sexual favors when those requests or advances are in any way associated with current or potential future professional opportunities.

Finally, I would hope we could come up with language that takes a stand against not only "sexual advances or requests for sexual favors" but also the more minor but pervasive forms of sexualization of professional relationships that often leave women feeling degraded: staring at breasts, sexual innuendoes, setting graduate students up for harassment by others, and so on. Thus, while I agree that it would be a mistake to try to spell out all forms of prohibited behavior, I would like to see a final sentence reading something like this:

Rafter to Goodstein, 20 July 1992, page 2

ASC also prohibits all forms of sexualization of professional relationships.

I hope these suggestions are of some use, particularly as having to observe so much sexual harassment at ASC meetings is one of the factors that has discouraged me from attending recent meetings.

Congratulations on your appointment as chair of the Division on Women and Crime. We need you.

Please note that until September 1993 I will be at the above Vermont address. Although the problem we discussed previously has been somewhat ameliorated, gender discrimination is so strong and pervasive at NU that I have requested another year's leave of absence, this one unpaid. My phone here is 802-635-2483.

With best wishes,

Nick

Nicole Rafter

SEXUAL HARASSMENT

WHAT IT IS

- *Making unwanted sexual advances
- *Offering employment benefits in exchange for sex
- *Threatening reprisals if sexual advances are not accepted
- *Leering, making sexual gestures, displaying sexually suggestive objects, pictures, posters or cartoons
- *Making or using derogatory comments, epithets, slurs and jokes
- *Making graphic verbal commentaries about an individual's body, using sexually degrading words to describe an individual, writing suggestive or obscene letters, notes, or invitations
- *Touching, assaulting, impeding or blocking movement.

FEDERAL & STATE LAW

There are two types of sexual harassment recognized by federal and state law:

1. QUID PRO QUO - In these situations, the harasser makes his or her demands for sexual favors a condition for future employment, or for benefits during employment

2. HOSTILE WORK ENVIRONMENT - In these cases, the unwelcome sexual conduct "unreasonably interferes with an individual's work performance" or creates an "offensive hostile, oppressive and intimidating workplace". That conduct can constitute environmental sexual harassment even when the employee does not lose her job or face other economic hardships.

(From the ACLU of Southern California pamphlet "Sexual Harassment: What to Do")

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need? Some names? I could throw some in ...

On the ASC board meeting, I will give one nice piece of information. The Sexual Harassment statement sailed through without even one objection or "concern" raised. And this happened during and after the decision not to have a code of ethics -- at least for a while. John Hagan was good at moving the discussion from the code to the SH issue. And, after your language was passed, Al Blumstein even said that some enforcement was appropriate, but we didn't move on that. He did say later to me, after the meeting was over, that your examples of women having difficulties at panels was not persuasive -- men are treated like that as well (the "general oppressive context" problem). BUT even if he didn't find that particular example persuasive, he was behind the idea -- so you should feel proud you had a successful conversion.

There are several other things to report -- on sections (give a verbal report at the ASC November meeting), YES, do have a column in the Criminologist; and other things I need to check my notes on. On all issues, there was no objection, and indeed, quite the reverse. The women's division is the exemplary division. Critical is the black sheep, which is not good, and must be worked on.

On the fellows stuff, more later. Indeed, perhaps a conversation. I got my concerns registered, but the process was still not good. Much needs to be done there -- and one step (suggested to me by Al Blum) is that I write Del Elliott to suggest to him what to say to chairs of future Fellows committees -- a good idea. I think that Al Blum had no clue of what the problem was. He said, "I wanted to have Rita Simon chair that committee," to which I said, "that wouldn't have made much difference, Al." So, with more conversation, I think I got through. He does listen, and I give him credit for that. He certainly wants to be on the side of women -- so best to see him as an ally. Also, for the first time a woman will be receiving the Sutherland award. Someone no one of us (certainly I) has heard of before -- Lee Robins. In her late 60s or 70, does stuff on anti-social behavior, individual-clinical stuff, but extraordinary record. I am not sure any of it has a feminist content. But, she's a scientist of sorts. Time to end. It's late, and I've just returned

4/2/92



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WITH COMPLIMENTS



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*Long letter coming
soon*

bitsy

*Please send a copy to
executive Committee
W&CD.*



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